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#### **Contract Database Metadata Elements**

Title: **Dobbs Ferry Union Free School District and Dobbs Ferry United Teachers (DFUT) (2007)**

Employer Name: **Dobbs Ferry Union Free School District**

Union: **Dobbs Ferry United Teachers (DFUT)**

Effective Date: **07/01/07**

Expiration Date: **06/30/10**

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# MEMORANDUM OF AGREEMENT

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT**, hereinafter referred to as "The District" and **THE DOBBS FERRY UNITED TEACHERS**, hereinafter referred to as "The DFUT";

**WHEREBY**, the District and the DFUT agree to incorporate the provisions of the Collectively Negotiated Agreement between them that will expire on June 30, 2007 into a three year successor agreement effective July 1, 2007 and terminating on June 30, 2010, except as modified by the following provisions:

1. Salary Schedule increases and column changes for 2007-08 through 2009-10 school years (see attached). Unit members who have been placed on a column in existence on June 30, 2007 by reason of credits earned as of August 31, 2007 shall not be reduced in pay due to the discontinuation of the columns.
2. Welfare Benefit Trust - Increase the District's per capita per annum contribution by \$100 effective July 1, 2007 and by \$50 effective July 1, 2008.
3. Coaching, Extra-curricular and Coordinators - 3% increase each year. (2007-08 through 2009-10) (per DFUT's proposal should include Mentor Stipend, Coordinators, Chaperones (p.21) , Double Headers (p. 21), Overnight Trips (p.21), Later Return from Overnight Trip (SMOA), Summer Workshops (p.22), Overload (pg. 23), Class Coverage (p.23), Pit Musicians (SMOA). Fitness Center Supervision/Homework Help (SMOA), Special Education Class Coverage (p.23), Lunch Intramurals (SMOA). Recommendation is to list compensation with 3% increase each year.
4. [NEW] Article VI(E) - Add the following new provision and renumber old (6) as new (8).  
  
"6. Election day shall be dedicated each year as a Parent-Teacher Conference Day."
5. "2 Modify to read There will be one evening conference in both the fall and Spring.

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6. [NEW] Article VI(E)(7) - Add the following new provision:

“7. Each spring there will be two ‘minimum days’ when students will be released after a half-day session and the rest of the Teacher Work Day will be dedicated to parent-teacher conferencing.”

Article VI E. Back-to-School Night/Parent-Teacher Conferences/Parent Contract (write out the provision incorporating new language)

1. (a) A renewed commitment to parent involvement by the Union and the District shall ensure that all parents are contacted by teachers at least twice during the school year by scheduled meetings, phone or mail (when that is the only practical method of contact) regarding their individual children.

(b.) Teachers shall attend a Back to School night each fall, as has been the practice of the District.

2. There will be one evening conference in both the Fall and Spring.

3. There will no longer be additional compensation for parent teacher conferences.

4. The evening conferences will take place from 5 p.m. – 8 p.m.

5. The duration will be three (3) hours.

6. Election day shall be dedicated each year as a Parent-Teacher conference Day.

7. Each spring there will be two ‘minimum days’ when students will be released after a half-day session and the rest of the Teacher Work Day will be dedicated to parent-teacher conferencing.”

8. Teacher will meet with parents at other times that are mutually convenient as per current practice.

7. Article VI(B) - Modify to read:

“The maximum teaching load in departmentalized middle and high school classes shall be an average of five (5) classes per day (i.e.: 6 classes one day and 4 the next).” (Not to be interpreted to mean an average of five classes per semester).

8. Article VI(J)(1) - Change the third sentence of the first paragraph to read:

“Full-time teachers’ schedules will include a lunch, a duty free preparation time, professional time and duty assignments as described below.”

Also, at the fifth sentence of the first paragraph, add the words, “HS study halls”, after the words, “conferences with students and parents”. Also, add a contractual reference to High School study hall class sizes not to exceed 18 students.

The last paragraph, second sentence shall be changed to read:

“Teachers will be relieved from cafeteria duty, unless otherwise specified in this agreement.”

9. Article V(M)(2)(a) – [Effective July 1, 2008] Delete and replace with the following:

“Up to three times each month, Middle teachers may be assigned to a period of hall duty, or in-school detention/suspension.. Up to one time per month H S teachers may be assigned to a period of hall duty and up to two times per month HS teachers may be assigned a period of study hall.

10. Article VI(M) 1a. & b... - Delete and replace with:

“The District May hold two meetings per month after the teacher day for faculty, departmental, team or grade level meetings. These two meetings may total 3 hours per month; however, neither meeting may last longer than 1 hour and 45 minutes..”

11. Article VII(B)(8) - Add a provision whereby the District would pay for up to six (6) credits per year, up to \$100 per credit, for teachers seeking dual certification by adding certification in special education or core academic subjects. Such credits shall be subject to pre-approval of the course work by the Superintendent of Schools or his/her designee. [This provision shall sunset on June 30, 2010]

12. Article VI(E) - Parent Contact - Add:

“1. (a) Teachers shall respond to all parental e-mail, voicemail, and other communications within a reasonable period of time.”

13. Article VIII(A)(1), (2), (3) and (6) - Health Insurance - Delete in their entirety and modify the contract by adding the following provisions:

All unit members who participate in the School District's Health Insurance Program shall contribute at the rates of 8% towards individual, 2 person and family premium costs effective July 1, 2007; 9% towards individual, 2 person and family premium costs effective July 1, 2008 and 10% towards individual, 2 person and family premium costs effective July 1, 2009.

Modify the health insurance buy-out by changing the payment to: "50% of the individual premium costs not to exceed \$3,646, except for those who already have received a \$4,100 buy-out. The latter unit members shall continue to receive a buy-out of \$4,100."

14. Article XI - Funding Retiree Health Insurance - Add the following to the agreement as optional language until June 30, 2010 when the language contained in the parties' agreement that expired on June 30, 2007 shall be deleted and replaced with this provision entitled "Retiree Health Insurance" to read as follows:

"Effective July 1, 2007, retirees shall be entitled to District contributions towards the cost of health insurance premiums in their retirement on the following basis:

<u>Years of Service in the District</u>	<u>District Contribution Towards the Cost of Individual or Family Health Insurance Premiums</u>
10 - 19 years in District	50% I/50% F/50% 2 person
20 - 24 years in District	75% I/75% F/75% 2 person
25 years or more in District	The same percentage paid during the final school year of employment in the District.

Retirees shall participate in the Health Insurance offered to active members in the bargaining unit.

Effective July 1, 2007, the District shall fund Medicare Reimbursements for active members of the bargaining unit and unit members who retire on or after said date at the lowest rate of the scale applicable to Medicare eligible personnel." (At page 32)

15. Article VIII (F)(7) Revise to apply only to the Retiree Health insurance option cited in quotes immediately above in paragraph 14 to be effective July 1, 2007.

“A teacher who retires from the District for the purpose of receiving benefits from the New York State Teachers Retirement System shall have a payment made to his/her Section 403(b) IRC tax sheltered annuity in an amount equal to \$100 per day times the number of accumulated sick leave days in excess of 250 days, up to 50 such days. This benefit shall be without a cash option.

16. [NEW] Student Activity Period (H.S.) and Study and Support Period (M.S. No activities) - Said periods shall be conducted on the same day and time slot in each school up to 50 minutes total per week: one 50 minute period or split into two weekly sessions. There will be no required preparation for such periods. In the Middle School every classroom teacher will be assigned and will be given an equal number of students (plus or minus 1).

17. Salary Schedule Column Changes - Delete BA + 30, MA + 10, MA + 20, MA + 40 and MA + 50.

Add: MA + 15 and MA + 45, effective July 1, 2007 (see ¶1, above for more details) (add attachment)

18. Sick Leave Bank - Entitlement - Add:  
“Newly hired teachers shall have 15 sick leave bank days available to them for use after the exhaustion of their personal leave accruals for catastrophic illnesses. (These days will be cumulative with the 30 days received upon tenure acquisition and the additional 60 days received in year six. Teachers will continue to become fully vested in the sick leave bank in year 10.)

19. The Following Supplemental MOA's and Side Letters will be incorporated into the contract.

- June 18, 2002 Coordinators: Payment for Workshops/Five Day Article VII E, add # 8
- November 12, 2002 Musicians for District Productions Article VII D Add # 9
- October 16, 2003 Compensation for Middle School Lunch Time Intramural Supervision Article VII D add #10
- October 16, 2003 Video Year Book Advisor Cat. A

- October 21, 2004 Supervision of Fitness Center/Middle School-High School Home Work Help Centers  
Article VII D add #11
- May 25, 2005 Clarification of Article VII, Compensation for Overnight Trips  
Article VII D add to # 5
- April 20, 2006 Class Coverage vs. Overload  
Article VII G #3  
Renumber # 3 to #4
- April 20, 2006 Article VII, B, Location of Teachers on Salary Schedule add language
- June 14, 2005 Class Coverage for Special Education Teachers  
Article VII G Add to #2.
- June 5, 2003 Mentoring Agreement –  
Article VI Y New Language and Compensation add 3%
- Jr. Honor's Society change from Category D to Category C

20. Article VII F add # 8

“Up to 25 days of accumulated sick leave can be used for adoption.

21. OT Salary Schedule

MA Step 1 – 10 (Non Credit Earning)

Same Longevity for Teachers at Step 19, 24 & 29

22. Appendix B – Replace with:

“Formal Observations will be based on the Dobbs Ferry Standards for the Teaching Profession. Each year, teachers will participate in a goal setting process with their administrator.”

23. Appendix C

The Alternative Model:

Replace “performing satisfactorily” with “Achieving Standards”.

Replace the following from paragraph following October 15<sup>th</sup> – March 15<sup>th</sup>  
 “Minimum of one informal classroom observation with a post observation conference with an administrator and minimum of one meeting with the administrator to discuss the progress of the Alternative Plan.”

SO AGREED, this 5<sup>th</sup> day of May, 2008, subject to ratification by the respective constituencies.

THE DISTRICT

BY: Dina J. Koyla

THE DFUT

BY: Edward Kuy

BY: Ellen C. C. C.

BY: D



## **SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT**, hereinafter referred to as "The Superintendent" and **THE DOBBS FERRY UNITED TEACHERS ASSOCIATION**, hereinafter referred to as "The DFUT";

**WHEREBY**, the District and the DFUT agree that it is in their mutual interests to provide an early retirement incentive program as follows:

Any unit member who is age 55 or older with at least 15 (fifteen) years of service in the Dobbs Ferry UFSD, who gives at least 5 (five) months\* prior written notice of the resignation for the purpose of retirement to receive benefits from the New York State Teachers Retirement system and who retires effective 6/30/08, 6/30/09 or 6/30/10, shall be credited with an additional five (5) years of in-district service time for the purposes of Article XI of the Parties 2007-2010 Collectively Negotiated Agreement (Funding Retiree Health Insurance).

This Supplemental Memorandum of Agreement shall sunset, becoming null and void, except for enforcement purposes, as of the close of business on June 30, 2010.

**SO AGREED THIS 8 DAY OF MAY, 2008.**

**THE DISTRICT**

BY: Debra J. Kaplan  
**MS. DEBRA KAPLAN**

**THE DFUT**

BY: Ed Krzos  
**ED KRZOS, PRESIDENT**

**\* This five month prior written notice shall not apply to June 30, 2008 retirements.**

**SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS OF THE DOBBS FERRY UNION FREE SCHOOL DISTRICT**, hereinafter referred to as "The Superintendent" and **THE DOBBS FERRY UNITED TEACHERS ASSOCIATION**, hereinafter referred to as "The DFUT";

**WHEREBY**, the District and the DFUT agree that the following change should be made to their Memorandum of Agreement signed on May 8, 2008: At paragraph #20, the reference to Article VII should be changed to Article VIII. The remaining language at paragraph #20 shall remain the same.

**SO AGREED THIS 20 DAY OF August, 2008.**

**THE SUPERINTENDENT**

**BY:** Debra J. Kaplan  
**DR. DEBRA KAPLAN**

**THE DFUT**

**BY:** Marcia Heffler  
**MARCIA HEFFLER, PRESIDENT**

2007-2008

1.0375

Step	BA	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	PHD
1	48,575	52,966	55,760	57,383	58,210	59,026	60,661	62,450	63,345	64,239	66,029	67,680
2	50,520	55,155	58,354	60,022	60,857	61,691	63,359	65,167	66,072	66,976	68,783	70,457
3	52,474	57,349	60,946	62,648	63,500	64,351	66,052	67,881	68,795	69,709	71,537	73,226
4	54,413	59,545	63,542	65,277	66,145	67,013	68,749	70,595	71,517	72,440	74,286	75,995
5	56,357	61,733	66,134	67,905	68,791	69,676	71,447	73,313	74,246	75,178	77,043	78,768
6	58,157	63,784	68,730	70,538	71,442	72,346	74,152	75,955	76,857	77,759	79,562	81,308
7	59,891	65,828	71,322	73,162	74,083	75,004	76,846	78,745	79,695	80,645	82,544	84,311
8	61,763	67,879	73,915	75,789	76,726	77,663	79,537	81,456	82,416	83,376	85,296	87,080
9	63,445	69,932	76,516	78,422	79,374	80,327	82,233	84,167	85,134	86,101	88,035	89,839
10	65,364	71,977	78,125	81,070	82,042	83,015	84,960	86,916	87,893	88,871	90,828	92,648
11		74,021	81,745	83,724	84,713	85,703	87,680	89,658	90,643	91,630	93,605	95,446
12		76,372	84,367	86,379	87,386	88,392	90,406	92,398	93,394	94,390	96,382	98,246
13		79,154	86,983	89,032	90,057	91,082	93,131	95,138	96,140	97,143	99,150	101,042
14		80,644	89,604	91,685	92,725	93,765	95,846	97,879	98,895	99,910	101,943	103,842
15		84,579	95,032	97,203	98,289	99,374	101,543	103,642	104,691	105,740	107,839	109,800
16		84,579	95,032	97,203	98,289	99,374	101,543	103,642	104,691	105,740	107,839	109,800
17		84,579	95,032	97,203	98,289	99,374	101,543	103,642	104,691	105,740	107,839	109,800
18		84,579	95,032	97,203	98,289	99,374	101,543	103,642	104,691	105,740	107,839	109,800
19		87,067	97,828	100,035	101,139	102,243	104,450	106,574	107,636	108,698	110,822	112,779
20		87,067	97,828	100,035	101,139	102,243	104,450	106,574	107,636	108,698	110,822	112,779
21		87,067	97,828	100,035	101,139	102,243	104,450	106,574	107,636	108,698	110,822	112,779
22		87,067	97,828	100,035	101,139	102,243	104,450	106,574	107,636	108,698	110,822	112,779
23		87,067	97,828	100,035	101,139	102,243	104,450	106,574	107,636	108,698	110,822	112,779
24		87,973	98,846	101,053	102,156	103,260	105,468	107,592	108,654	109,716	111,838	113,797
25		87,973	98,846	101,053	102,156	103,260	105,468	107,592	108,654	109,716	111,838	113,797
26		87,973	98,846	101,053	102,156	103,260	105,468	107,592	108,654	109,716	111,838	113,797
27		87,973	98,846	101,053	102,156	103,260	105,468	107,592	108,654	109,716	111,838	113,797
28		87,973	98,846	101,053	102,156	103,260	105,468	107,592	108,654	109,716	111,838	113,797
29		89,477	100,536	102,744	103,847	104,950	107,158	109,282	110,344	111,406	113,529	115,487

2008-2009												
1 0375												
Step	BA	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	PHD
1	50,396	54,953	57,851	59,546	60,393	61,240	62,935	64,792	65,720	66,648	68,505	70,218 #
2	52,415	57,223	60,542	62,273	63,139	64,004	65,735	67,611	68,549	69,487	71,363	73,099
3	54,441	59,499	63,231	64,996	65,881	66,764	68,529	70,426	71,374	72,323	74,219	75,972
4	56,453	61,778	65,925	67,725	68,626	69,526	71,327	73,242	74,199	75,157	77,072	78,845
5	58,470	64,048	68,614	70,452	71,371	72,289	74,127	76,062	77,030	77,997	79,932	81,722
6	60,338	66,176	71,308	73,183	74,121	75,059	76,933	78,804	79,739	80,674	82,545	84,357
7	62,137	68,297	73,996	75,906	76,861	77,817	79,727	81,698	82,684	83,669	85,639	87,473
8	64,080	70,425	76,686	78,831	79,803	80,775	82,519	84,511	85,506	86,502	88,495	90,346
9	65,824	72,554	79,385	81,362	82,351	83,340	85,317	87,323	88,327	89,330	91,336	93,208
10	67,815	74,676	82,092	84,110	85,119	86,128	88,146	90,175	91,189	92,204	94,234	96,122
11		76,797	84,810	86,864	87,890	88,917	90,968	93,018	94,042	95,066	97,116	99,025
12		79,236	87,531	89,618	90,662	91,707	93,796	95,863	96,896	97,929	99,996	101,930
13		82,122	90,245	92,371	93,434	94,498	96,624	98,705	99,746	100,786	102,868	104,831
14		83,668	92,964	95,123	96,202	97,281	99,441	101,549	102,603	103,657	105,766	107,736
15		87,751	98,596	100,849	101,974	103,100	105,351	107,529	108,617	109,705	111,883	113,917
16		87,751	98,596	100,849	101,974	103,100	105,351	107,529	108,617	109,705	111,883	113,917
17		87,751	98,596	100,849	101,974	103,100	105,351	107,529	108,617	109,705	111,883	113,917
18		87,751	98,596	100,849	101,974	103,100	105,351	107,529	108,617	109,705	111,883	113,917
19		90,332	101,496	103,786	104,931	106,077	108,367	110,571	111,672	112,774	114,977	117,009
20		90,332	101,496	103,786	104,931	106,077	108,367	110,571	111,672	112,774	114,977	117,009
21		90,332	101,496	103,786	104,931	106,077	108,367	110,571	111,672	112,774	114,977	117,009
22		90,332	101,496	103,786	104,931	106,077	108,367	110,571	111,672	112,774	114,977	117,009
23		90,332	101,496	103,786	104,931	106,077	108,367	110,571	111,672	112,774	114,977	117,009
24		91,272	102,552	104,842	105,987	107,133	109,423	111,627	112,728	113,830	116,032	118,065
25		91,272	102,552	104,842	105,987	107,133	109,423	111,627	112,728	113,830	116,032	118,065
26		91,272	102,552	104,842	105,987	107,133	109,423	111,627	112,728	113,830	116,032	118,065
27		91,272	102,552	104,842	105,987	107,133	109,423	111,627	112,728	113,830	116,032	118,065
28		91,272	102,552	104,842	105,987	107,133	109,423	111,627	112,728	113,830	116,032	118,065
29		92,833	104,306	106,597	107,741	108,886	111,177	113,380	114,482	115,583	117,787	119,818

2009-2010												
1 0375												
Step	BA	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50	MA+60	PHD
1	52,286	57,013	60,021	61,779	62,658	63,536	65,295	67,222	68,184	69,147	71,074	72,851
2	54,380	59,369	62,813	64,609	65,506	66,404	68,200	70,147	71,120	72,093	74,039	75,840
3	56,483	61,731	65,603	67,435	68,351	69,268	71,099	73,067	74,051	75,035	77,003	78,821
4	58,570	64,095	68,397	70,265	71,199	72,133	74,002	75,988	76,982	77,975	79,962	81,801
5	60,663	66,450	71,187	73,094	74,047	75,000	76,906	78,814	79,918	80,922	82,929	84,786
6	62,601	68,658	73,982	75,927	76,900	77,874	79,818	81,759	82,729	83,700	85,641	87,520
7	64,467	70,858	76,771	78,752	79,744	80,735	82,717	84,762	85,784	86,807	88,850	90,753
8	66,483	73,068	79,562	81,580	82,589	83,597	85,614	87,680	88,713	89,746	91,813	93,734
9	68,293	75,275	82,362	84,413	85,439	86,465	88,516	90,598	91,639	92,680	94,761	96,703
10	70,358	77,476	85,171	87,265	88,311	89,357	91,451	93,556	94,609	95,662	97,768	99,727
11		79,877	87,990	90,121	91,186	92,251	94,379	96,506	97,568	98,631	100,757	102,739
12		82,208	90,814	92,979	94,062	95,146	97,313	99,457	100,530	101,602	103,746	105,753
13		85,202	93,629	95,835	96,938	98,041	100,247	102,407	103,486	104,566	106,725	108,762
14		86,806	96,450	98,690	99,810	100,929	103,170	105,357	106,451	107,544	109,732	111,777
15		91,041	102,293	104,630	105,798	106,967	109,302	111,561	112,690	113,819	116,078	118,189
16		91,041	102,293	104,630	105,798	106,967	109,302	111,561	112,690	113,819	116,078	118,189
17		91,041	102,293	104,630	105,798	106,967	109,302	111,561	112,690	113,819	116,078	118,189
18		91,041	102,293	104,630	105,798	106,967	109,302	111,561	112,690	113,819	116,078	118,189
19		93,719	105,303	107,678	108,866	110,054	112,431	114,717	115,860	117,003	119,289	121,396
20		93,719	105,303	107,678	108,866	110,054	112,431	114,717	115,860	117,003	119,289	121,396
21		93,719	105,303	107,678	108,866	110,054	112,431	114,717	115,860	117,003	119,289	121,396
22		93,719	105,303	107,678	108,866	110,054	112,431	114,717	115,860	117,003	119,289	121,396
23		93,719	105,303	107,678	108,866	110,054	112,431	114,717	115,860	117,003	119,289	121,396
24		94,694	106,398	108,774	109,962	111,150	113,527	115,813	116,956	118,099	120,383	122,492
25		94,694	106,398	108,774	109,962	111,150	113,527	115,813	116,956	118,099	120,383	122,492
26		94,694	106,398	108,774	109,962	111,150	113,527	115,813	116,956	118,099	120,383	122,492
27		94,694	106,398	108,774	109,962	111,150	113,527	115,813	116,956	118,099	120,383	122,492
28		94,694	106,398	108,774	109,962	111,150	113,527	115,813	116,956	118,099	120,383	122,492
29		96,314	108,217	110,594	111,782	112,969	115,346	117,632	118,775	119,918	122,204	124,311